

**State of California  
Department of Financial Institutions**



***33<sup>rd</sup> Annual  
Executive Officer and Director  
Compensation Survey***

***As of June 30, 2010***

**CHIEF EXECUTIVE OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2010

BANK ASSET SIZE  
(In millions)

Under \$100   \$100 - \$249   \$250 - \$499   \$500 - \$999   Over \$1,000

Participating Banks	17	55	20	14	19
Average Assets (000)	\$77,592	\$165,999	\$351,918	\$710,506	\$8,062,658
Median Assets (000)	\$85,635	\$161,747	\$341,189	\$697,743	\$2,275,143
Number of Filled Positions	17	53	20	14	19
Average Base Salary	\$174,052	\$200,417	\$225,731	\$283,150	\$506,238
Percent Receiving a Bonus	23.53%	28.30%	45.00%	35.71%	52.63%
Average Bonus	\$14,000	\$37,936	\$102,216	\$152,041	\$384,851
Bonus*: Tied to Profits		18.87%	35.00%	14.29%	31.58%
Tied to Salary		13.21%	15.00%	28.57%	26.32%
Tied to Risk Measures		9.43%	10.00%	21.43%	10.53%
Tied to Other	17.65%	15.09%	35.00%	35.71%	31.58%
Signing Bonus Paid	11.76%	3.77%	5.00%	7.14%	10.53%
Average Signing Bonus	\$38,000	\$47,500	\$30,000	\$2,500	\$100,000
Percent under Contract	82.35%	73.58%	55.00%	64.29%	52.63%
Stock Options as a % of Total Outstanding Shares:					
None	23.53%	26.42%	35.00%	35.71%	42.11%
To 2.49%	23.53%	33.96%	45.00%	35.71%	57.89%
2.50% to 4.99%	23.53%	18.87%	20.00%	21.43%	
5.00% to 7.49%	23.53%	15.09%		7.14%	
7.50% to 9.99%	5.88%				
10.00% and over		5.66%			
Options qualified under IRC 422	64.71%	41.51%	35.00%	42.86%	31.58%
<b>Benefits:</b>					
Auto*: Provided	29.41%	24.53%	50.00%	42.86%	57.89%
Monthly Allowance	70.59%	52.83%	50.00%	42.86%	26.32%
Mileage	17.65%	16.98%	5.00%	21.43%	10.53%
Other		6.25%		150.00%	33.33%
Country club dues paid	35.29%	41.51%	40.00%	57.14%	63.16%
Formal Profit Sharing		13.21%	15.00%	21.43%	31.58%
Qualified E.S.O.P.	47.06%	39.62%	35.00%	35.71%	52.63%
Non-qualified E.S.O.P.	11.76%	26.42%	30.00%	64.29%	26.32%
Pension/401K	88.24%	90.57%	95.00%	100.00%	94.74%
Non-qualified pension plan	23.53%	15.09%	25.00%	64.29%	52.63%
Severance package	70.59%	45.28%	30.00%	57.14%	47.37%
Restricted stock		16.98%	35.00%	42.86%	57.89%
Restricted stock options	5.88%	5.66%	5.00%	14.29%	15.79%
Phantom stock options					10.53%
Stock appreciation rights			5.00%		10.53%
Other		11.32%	10.00%		5.26%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:					
Risk adjustment of awards	5.88%	22.64%	20.00%	35.71%	42.11%
Deferral of payments (clawback)	5.88%	13.21%	10.00%	14.29%	31.58%
Longer performance periods		9.43%	5.00%	14.29%	26.32%
Other	17.65%	16.98%	20.00%	7.14%	26.32%
Please indicate what measures the bank has taken to balance risk and financial results for other officers in a revenue-producing capacity:					
Risk adjustment of awards	17.65%	18.18%	25.00%	35.71%	42.11%
Deferral of payments (clawback)	17.65%	16.36%	20.00%	7.14%	31.58%
Longer performance periods	5.88%	16.36%	25.00%	7.14%	26.32%
Other	11.76%	20.00%	15.00%	7.14%	21.05%

\* May add to more than 100% due to multiple choices

**CHIEF EXECUTIVE OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2010

BASE ANNUAL SALARY (in Thousands)	BANK ASSET SIZE (Million Dollars)					TOTAL
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000	
Under \$100						
100 - 109						
110 - 119						
120 - 129	5.88%		10.00%			2.44%
130 - 139	11.76%	1.89%				2.44%
140 - 149	5.88%	5.66%				3.25%
150 - 159	5.88%	1.89%	5.00%			2.44%
160 - 169	11.76%	3.77%				3.25%
170 - 179	5.88%	9.43%	5.00%	7.14%		6.50%
180 - 189	29.41%	13.21%				9.76%
190 - 199	5.88%	13.21%	5.00%			7.32%
200 - 209	5.88%	13.21%				6.50%
210 - 219	5.88%	9.43%	10.00%	7.14%		7.32%
220 - 229		15.09%	10.00%			8.13%
230 - 239		1.89%	5.00%	14.29%		3.25%
240 - 249		1.89%	5.00%			1.63%
250 - 259	5.88%	3.77%	25.00%	7.14%	5.26%	8.13%
260 - 269			5.00%			0.81%
270 - 279		3.77%	5.00%	7.14%	5.26%	4.07%
280 - 289				14.29%	5.26%	2.44%
290 - 299				7.14%		0.81%
300 - 309		1.89%	5.00%	7.14%	10.53%	4.07%
310 - 319				7.14%	5.26%	1.63%
320 - 329			5.00%	14.29%	5.26%	3.25%
330 - 339					10.53%	1.63%
340 - 349						
350 - 359						
360 - 369						
370 - 379					5.26%	0.81%
380 - 389						
390 - 399						
400 - 409						
410 - 419						
420 - 429						
430 - 439					10.53%	1.63%
440 - 449				7.14%		0.81%
450 - 459						
460 - 469						
470 - 479						
480 - 489						
490 - 499						
500 and over					36.84%	5.69%
Total positions	17	53	20	14	19	123
Average base salary	\$174,052	\$200,417	\$225,731	\$283,150	\$506,238	
Median salary	\$180,000	\$200,000	\$236,025	\$282,340	\$371,000	
Salary Low Range:	\$120,000	\$134,570	\$120,000	\$175,000	\$250,000	
Salary High Range:	\$250,000	\$310,000	\$325,000	\$450,000	\$1,133,004	

**CHIEF EXECUTIVE OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2010

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	32	23	42	28
Average Assets (000)	\$372,487	\$4,135,288	\$1,464,816	\$431,124
Median Assets (000)	\$190,274	\$210,803	\$323,770	\$161,204
Number of Filled Positions	32	23	41	27
Average Base Salary	\$235,605	\$298,627	\$272,813	\$225,375
Median Salary	\$207,500	\$214,000	\$230,000	\$210,000
Percent Receiving a Bonus	37.50%	39.13%	36.59%	25.93%
Average Bonus	\$111,809	\$214,165	\$131,576	\$130,121
Bonus*: Tied to Profits	33.33%	44.44%	86.67%	57.14%
Tied to Salary	33.33%	33.33%	46.67%	71.43%
Tied to Risk Measures	25.00%	22.22%	26.67%	42.86%
Tied to Other	75.00%	88.89%	40.00%	85.71%
Signing Bonus Paid	9%	4%	2%	11%
Average Signing Bonus	\$87,500	\$50,000	\$26,000	\$80,000
Percent under Contract	75.00%	52.17%	65.85%	74.07%
Stock Options as a % of Total Outstanding Shares:				
None	31.25%	34.78%	34.15%	18.52%
To 2.49%	34.38%	39.13%	39.02%	44.44%
2.50% to 4.99%	25.00%	13.04%	14.63%	14.81%
5.00% to 7.49%	6.25%	13.04%	12.20%	11.11%
7.50% to 9.99%				3.70%
10.00% and over	3.13%			7.41%
Options qualified under IRC 422	46.88%	39.13%	39.02%	44.44%
<b>Benefits:</b>				
Auto*: Provided	34.38%	26.09%	43.90%	37.04%
Monthly Allowance	50.00%	56.52%	43.90%	51.85%
Mileage	12.50%	30.43%	9.76%	11.11%
Other		13.04%	2.44%	
Country club dues paid	50.00%	52.17%	34.15%	51.85%
Formal Profit Sharing	21.88%	21.74%	9.76%	11.11%
Qualified E.S.O.P.	50.00%	43.48%	41.46%	29.63%
Non-qualified E.S.O.P.	21.88%	39.13%	29.27%	29.63%
Pension/401K	93.75%	95.65%	90.24%	92.59%
Non-qualified pension plan	53.13%	47.83%	9.76%	14.81%
Severance package	59.38%	26.09%	43.90%	59.26%
Restricted stock	18.75%	34.78%	31.71%	22.22%
Restricted stock options	6.25%	8.70%	9.76%	7.41%
Phantom stock options	3.13%	4.35%		
Stock appreciation rights	3.13%	4.35%		3.70%
Other	9.38%		4.88%	14.81%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:				
Risk adjustment of awards	28.13%	39.13%	21.95%	11.11%
Deferral of payments (clawback)	21.88%	21.74%	9.76%	7.41%
Longer performance periods	15.63%	13.04%	9.76%	3.70%
Reduced sensitivity to short term performance	9.38%	30.43%	17.07%	18.52%
Other	9.38%	13.04%	7.32%	14.81%
Please indicate what measures the bank has taken to balance risk and financial results for other officers in a revenue producing capacity:				
Risk adjustment of awards	25.00%	43.48%	24.39%	11.11%
Deferral of payments (clawback)	12.50%	30.43%	19.51%	14.81%
Longer performance periods	21.88%	21.74%	14.63%	11.11%
Reduced sensitivity to short term performance	15.63%	26.09%	14.63%	14.81%
Other	9.38%	4.35%	12.20%	7.41%

**CHIEF FINANCIAL OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2010

BANK ASSET SIZE  
(In millions)

Under \$100   \$100 - \$249   \$250 - \$499   \$500 - \$999   Over \$1,000

Participating Banks	17	55	20	14	19
Average Assets (000)	\$77,592	\$165,999	\$351,918	\$710,506	\$8,062,658
Median Assets (000)	\$85,635	\$161,747	\$341,189	\$697,743	\$2,275,143
Number of Filled Positions	16	53	19	14	19
Average Base Salary	\$133,422	\$145,636	\$156,561	\$183,623	\$252,914
Percent Receiving a Bonus	18.75%	37.74%	63.16%	42.86%	47.37%
Average Bonus	\$5,000	\$15,727	\$23,551	\$93,514	\$112,661
Bonus*: Tied to Profits		18.87%	36.84%	7.14%	26.32%
Tied to Salary		13.21%	5.26%	35.71%	26.32%
Tied to Risk Measures		9.43%	5.26%	35.71%	10.53%
Tied to Other	12.50%	20.75%	42.11%	42.86%	31.58%
Signing Bonus Paid	6.25%	5.66%	5.26%	14.29%	15.79%
Average Signing Bonus	\$5,000	\$23,333		\$15,000	\$60,000
Percent under Contract	43.75%	45.28%	21.05%	57.14%	10.53%
Stock Options as a % of Total Outstanding Shares:					
None	31.25%	28.30%	42.11%	31.58%	47.37%
To 2.49%	62.50%	67.92%	57.89%	47.37%	52.63%
2.50% to 4.99%	6.25%	1.89%		21.05%	
5.00% to 7.49%		1.89%			
7.50% to 9.99%					
10.00% and over					
Options qualified under IRC 422	62.50%	45.28%	26.32%	35.71%	21.05%
<b>Benefits:</b>					
Auto*: Provided		9.43%	10.53%	7.14%	21.05%
Monthly Allowance	62.50%	50.94%	47.37%	50.00%	36.84%
Mileage	18.75%	24.53%	15.79%	28.57%	10.53%
Other					
Country club dues paid	6.25%	7.55%	5.26%	42.86%	15.79%
Formal Profit Sharing		11.32%	15.00%	21.43%	26.32%
Qualified E.S.O.P.	35.29%	41.51%	30.00%	35.71%	36.84%
Non-qualified E.S.O.P.		16.98%	10.00%	50.00%	26.32%
Pension/401K	76.47%	88.68%	90.00%	100.00%	84.21%
Non-qualified pension plan	5.88%	11.32%	20.00%	57.14%	52.63%
Severance package	41.18%	35.85%	15.00%	50.00%	26.32%
Restricted stock		15.09%	30.00%	35.71%	47.37%
Restricted stock options	5.88%	7.55%	5.00%	7.14%	10.53%
Phantom stock options					10.53%
Stock appreciation rights		1.89%	10.00%		10.53%
Other		11.32%	10.00%		5.26%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:					
Risk adjustment of awards	6.25%	20.75%	21.05%	35.71%	36.84%
Deferral of payments (clawback)	6.25%	15.09%	10.53%	14.29%	31.58%
Longer performance periods		9.43%	5.26%	14.29%	26.32%
Other	18.75%	18.87%	21.05%	14.29%	26.32%
Please indicate what measures the bank has taken to balance risk and financial results for other officers in a revenue-producing capacity:					
Risk adjustment of awards	17.65%	18.18%	25.00%	35.71%	42.11%
Deferral of payments (clawback)	17.65%	16.36%	20.00%	7.14%	31.58%
Longer performance periods	5.88%	16.36%	25.00%	7.14%	26.32%
Other	11.76%	20.00%	15.00%	7.14%	21.05%

\* May add to more than 100% due to multiple choices

**CHIEF FINANCIAL OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2010

BASE ANNUAL SALARY  
(in Thousands)

BANK ASSET SIZE  
(Million Dollars)

TOTAL

Under \$100	6.25%	1.89%		7.14%		2.48%
100 - 109		7.55%	5.26%			4.13%
110 - 119	12.50%		5.26%			2.48%
120 - 129	37.50%	9.43%	10.53%			10.74%
130 - 139	6.25%	20.75%	10.53%	7.14%	5.26%	13.22%
140 - 149	12.50%	16.98%	15.79%			11.57%
150 - 159	12.50%	16.98%		7.14%		9.92%
160 - 169	6.25%	9.43%	26.32%	14.29%	5.26%	11.57%
170 - 179		9.43%	10.53%	7.14%	5.26%	7.44%
180 - 189	6.25%	5.66%		14.29%	10.53%	6.61%
190 - 199				21.43%		2.48%
200 - 209		1.89%	5.26%	7.14%		2.48%
210 - 219			5.26%			0.83%
220 - 229				7.14%	5.26%	1.65%
230 - 239			5.26%		15.79%	3.31%
240 - 249					10.53%	1.65%
250 - 259					5.26%	0.83%
260 - 269					5.26%	0.83%
270 - 279						
280 - 289					5.26%	0.83%
290 - 299						
300 - 309					5.26%	0.83%
310 - 319				7.14%	5.26%	1.65%
320 - 329					5.26%	0.83%
330 - 339						
340 - 349						
350 - 359						
360 - 369					5.26%	0.83%
370 - 379						
380 - 389						
390 - 399						
400 - 409						
410 - 419						
420 - 429						
430 - 439						
440 - 449						
450 - 459					5.26%	0.83%
460 - 469						
470 - 479						
480 - 489						
490 - 499						
500 and over						
Total positions	16	53	19	14	19	121
Average base salary	\$133,422	\$145,636	\$156,561	\$183,623	\$252,914	
Median salary	\$127,250	\$142,570	\$160,000	\$184,500	\$245,000	
Salary Low Range:	\$90,000	\$87,780	\$100,000	\$84,360	\$135,000	
Salary High Range:	\$185,000	\$200,000	\$235,400	\$314,000	\$450,000	

**CHIEF FINANCIAL OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2010

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	32	23	42	28
Average Assets (000)	\$372,487	\$4,135,288	\$1,464,816	\$431,124
Median Assets (000)	\$190,274	\$210,803	\$323,770	\$161,204
Number of Filled Positions	31	23	40	27
Average Base Salary	\$151,067	\$175,597	\$181,581	\$156,264
Median Salary	\$150,000	\$157,638	\$167,038	\$145,000
Percent Receiving a Bonus	35.48%	43.48%	45.00%	40.74%
Average Bonus	\$33,671	\$46,172	\$61,720	\$22,193
Bonus*: Tied to Profits	45.45%	30.00%	66.67%	27.27%
Tied to Salary	27.27%	40.00%	38.89%	36.36%
Tied to Risk Measures	27.27%	30.00%	27.78%	18.18%
Tied to Other	72.73%	80.00%	50.00%	72.73%
Signing Bonus Paid	6%	17%	5%	4%
Average Signing Bonus	\$30,000	\$52,500	\$12,500	\$20,000
Percent under Contract	64.52%	34.78%	25.00%	25.93%
Stock Options as a % of Total Outstanding Shares:				
None	25.81%	34.78%	42.50%	33.33%
To 2.49%	64.52%	65.22%	57.50%	59.26%
2.50% to 4.99%	6.45%			3.70%
5.00% to 7.49%				3.70%
7.50% to 9.99%				
10.00% and over	3.23%			
Options qualified under IRC 422	48.39%	39.13%	30.00%	44.44%
<b>Benefits:</b>				
Auto*: Provided	12.90%	4.35%	12.50%	7.41%
Monthly Allowance	51.61%	43.48%	50.00%	51.85%
Mileage	19.35%	34.78%	10.00%	25.93%
Other		8.70%		3.70%
Country club dues paid	19.35%	17.39%	7.50%	7.41%
Formal Profit Sharing	19.35%	21.74%	7.50%	11.11%
Qualified E.S.O.P.	51.61%	43.48%	30.00%	29.63%
Non-qualified E.S.O.P.	12.90%	34.78%	17.50%	14.81%
Pension/401K	93.55%	95.65%	85.00%	85.19%
Non-qualified pension plan	38.71%	43.48%	7.50%	14.81%
Severance package	51.61%	26.09%	25.00%	33.33%
Restricted stock	16.13%	26.09%	27.50%	22.22%
Restricted stock options	3.23%	13.04%	7.50%	7.41%
Phantom stock options	3.23%	4.35%		
Stock appreciation rights	3.23%	4.35%	2.50%	7.41%
Other	9.68%		5.00%	14.81%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:				
Risk adjustment of awards	25.81%	39.13%	20.00%	11.11%
Deferral of payments (clawback)	25.81%	21.74%	10.00%	7.41%
Longer performance periods	16.13%	13.04%	10.00%	3.70%
Reduced sensitivity to short term performance	16.13%	30.43%	17.50%	18.52%
Other	9.68%	13.04%	10.00%	14.81%

**SENIOR LENDING OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2010

BANK ASSET SIZE  
(In millions)

Under \$100   \$100 - \$249   \$250 - \$499   \$500 - \$999   Over \$1,000

Participating Banks	17	55	20	14	19
Average Assets (000)	\$77,592	\$165,999	\$351,918	\$710,506	\$8,062,658
Median Assets (000)	\$85,635	\$161,747	\$341,189	\$697,743	\$2,275,143
Number of Filled Positions	17	50	20	14	19
Average Base Salary	\$133,074	\$146,106	\$153,820	\$185,018	\$236,719
Percent Receiving a Bonus	17.65%	42.00%	60.00%	42.86%	57.89%
Average Bonus	\$18,833	\$18,223	\$16,554	\$82,264	\$97,703
Bonus*: Tied to Profits	5.88%	18.00%	30.00%	7.14%	26.32%
Tied to Salary		12.00%	10.00%	35.71%	26.32%
Tied to Risk Measures		8.00%	5.00%	35.71%	10.53%
Tied to Other	11.76%	22.00%	40.00%	42.86%	42.11%
Signing Bonus Paid		6.00%	100.00%	21.43%	15.79%
Average Signing Bonus		\$17,333	\$1,500	\$19,167	\$55,000
Percent under Contract	58.82%	48.00%	15.00%	50.00%	21.05%
Stock Options as a % of Total Outstanding Shares:					
None	29.41%	28.00%	35.00%	35.71%	47.37%
To 2.49%	64.71%	66.00%	60.00%	57.14%	52.63%
2.50% to 4.99%	5.88%	2.00%		7.14%	
5.00% to 7.49%		2.00%	5.00%		
7.50% to 9.99%					
10.00% and over		2.00%			
Options qualified under IRC 422	64.71%	42.00%	30.00%	35.71%	31.58%
<b>Benefits:</b>					
Auto*: Provided	5.88%	6.00%	20.00%	28.57%	15.79%
Monthly Allowance	88.24%	56.00%	50.00%	42.86%	42.11%
Mileage	11.76%	22.00%	30.00%	28.57%	10.53%
Other					
Country club dues paid	11.76%	18.00%	10.00%	42.86%	31.58%
Formal Profit Sharing		11.32%	15.00%	21.43%	26.32%
Qualified E.S.O.P.	35.29%	39.62%	35.00%	35.71%	36.84%
Non-qualified E.S.O.P.	11.76%	15.09%	20.00%	50.00%	26.32%
Pension/401K	88.24%	83.02%	95.00%	100.00%	89.47%
Non-qualified pension plan	5.88%	9.43%	20.00%	64.29%	52.63%
Severance package	52.94%	37.74%	20.00%	50.00%	31.58%
Restricted stock	5.88%	16.98%	30.00%	35.71%	47.37%
Restricted stock options	5.88%	7.55%	5.00%	7.14%	15.79%
Phantom stock options					10.53%
Stock appreciation rights		1.89%	10.00%		10.53%
Other		9.43%	10.00%		
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:					
Risk adjustment of awards	5.88%	24.00%	20.00%	35.71%	36.84%
Deferral of payments (clawback)	5.88%	16.00%	10.00%	14.29%	36.84%
Longer performance periods		10.00%	5.00%	14.29%	26.32%
Other	17.65%	20.00%	20.00%	14.29%	26.32%
Please indicate what measures the bank has taken to balance risk and financial results for other officers in a revenue-producing capacity:					
Risk adjustment of awards	17.65%	18.18%	25.00%	35.71%	42.11%
Deferral of payments (clawback)	17.65%	16.36%	20.00%	7.14%	31.58%
Longer performance periods	5.88%	16.36%	25.00%	7.14%	26.32%
Other	11.76%	20.00%	15.00%	7.14%	21.05%

\* May add to more than 100% due to multiple choices



**SENIOR LOAN OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2010

BASE ANNUAL SALARY  
(in Thousands)

BANK ASSET SIZE  
(Million Dollars)

	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000	TOTAL
Under \$100		6.00%	5.00%			3.33%
100 - 109	11.76%	2.00%	5.00%			3.33%
110 - 119	5.88%	2.00%				1.67%
120 - 129	23.53%	10.00%	5.00%		5.26%	9.17%
130 - 139	5.88%	16.00%	10.00%	14.29%		10.83%
140 - 149	29.41%	12.00%	30.00%			14.17%
150 - 159	23.53%	24.00%	5.00%	14.29%		15.83%
160 - 169		10.00%	10.00%	7.14%	5.26%	7.50%
170 - 179		8.00%	5.00%	14.29%	5.26%	6.67%
180 - 189		8.00%	15.00%		10.53%	7.50%
190 - 199				14.29%	15.79%	4.17%
200 - 209				14.29%	5.26%	2.50%
210 - 219		2.00%	10.00%		5.26%	3.33%
220 - 229				7.14%		0.83%
230 - 239				7.14%	5.26%	1.67%
240 - 249						
250 - 259				7.14%	5.26%	1.67%
260 - 269					5.26%	0.83%
270 - 279						
280 - 289					5.26%	0.83%
290 - 299					5.26%	0.83%
300 - 309						
310 - 319					5.26%	0.83%
320 - 329					5.26%	0.83%
330 - 339						
340 - 349						
350 - 359					5.26%	0.83%
360 - 369					5.26%	0.83%
370 - 379						
380 - 389						
390 - 399						
400 - 409						
410 - 419						
420 - 429						
430 - 439						
440 - 449						
450 - 459						
460 - 469						
470 - 479						
480 - 489						
490 - 499						
500 and over						
Total Positions	17	50	20	14	19	120
Average Salary	\$133,074	\$146,106	\$153,820	\$185,018	\$236,719	
Median salary	\$140,000	\$150,000	\$147,852	\$182,500	\$215,000	
Salary Low Range:	\$100,000	\$86,850	\$91,000	\$133,900	\$121,000	
Salary High Range:	\$157,000	\$215,000	\$215,000	\$250,000	\$364,000	

**SENIOR LENDING OFFICER**  
CHIEF FINANCIAL OFFICER

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region III LA/Orange
Participating Banks	32	23	42	28
Average Assets (000)	\$372,487	\$4,135,288	\$1,464,816	\$431,124
Median Assets (000)	\$190,274	\$210,803	\$323,770	\$161,204
Number of Filled Positions	30	22	41	27
Average Base Salary	\$149,632	\$174,417	\$177,698	\$152,599
Median Salary	\$145,000	\$155,725	\$170,000	\$150,000
Percent Receiving a Bonus	40.00%	54.55%	43.90%	40.74%
Average Bonus	\$26,495	\$50,544	\$56,766	\$23,627
Bonus*: Tied to Profits	33.33%	25.00%	66.67%	27.27%
Tied to Salary	25.00%	33.33%	38.89%	36.36%
Tied to Risk Measures	16.67%	25.00%	27.78%	18.18%
Tied to Other	66.67%	83.33%	50.00%	72.73%
Signing Bonus Paid	23%	14%	5%	11%
Average Signing Bonus	\$57,500	\$31,667	\$15,000	\$40,667
Percent under Contract	63.33%	40.91%	31.71%	25.93%
Stock Options as a % of Total Outstanding Shares:				
None	30.00%	36.36%	36.59%	29.63%
To 2.49%	60.00%	63.64%	63.41%	59.26%
2.50% to 4.99%	6.67%			3.70%
5.00% to 7.49%	3.33%			7.41%
7.50% to 9.99%				
10.00% and over				
Options qualified under IRC 422	43.33%	40.91%	34.15%	48.15%
<b>Benefits:</b>				
Auto*: Provided	16.67%	9.09%	14.63%	7.41%
Monthly Allowance	53.33%	50.00%	56.10%	62.96%
Mileage	20.00%	22.73%	17.07%	25.93%
Other		9.09%		
Country club dues paid	36.67%	22.73%	14.63%	11.11%
Formal Profit Sharing	23.33%	18.18%	7.32%	11.11%
Qualified E.S.O.P.	46.67%	45.45%	34.15%	29.63%
Non-qualified E.S.O.P.	13.33%	36.36%	21.95%	18.52%
Pension/401K	93.33%	95.45%	87.80%	88.89%
Non-qualified pension plan	43.33%	36.36%	12.20%	11.11%
Severance package	56.67%	36.36%	26.83%	37.04%
Restricted stock	20.00%	31.82%	26.83%	22.22%
Restricted stock options	3.33%	13.64%	9.76%	7.41%
Phantom stock options	3.33%	4.55%		
Stock appreciation rights	3.33%	4.55%	2.44%	7.41%
Other	10.00%		2.44%	11.11%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results				
Risk adjustment of awards	30.00%	40.91%	19.51%	11.11%
Deferral of payments (clawback)	26.67%	27.27%	9.76%	7.41%
Longer performance periods	16.67%	13.64%	9.76%	3.70%
Reduced sensitivity to short term performance	16.67%	31.82%	17.07%	18.52%
Other	10.00%	13.64%	9.76%	14.81%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2010

	BANK ASSET SIZE (Million Dollars)				
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Participating Banks	17	55	20	14	19
Average Assets (000)	\$ 77,592	\$ 165,999	\$ 351,918	\$ 710,506	\$ 8,062,658
Median Assets (000)	\$ 85,635	\$ 85,635	\$ 85,635	\$ 85,635	\$ 85,635
Average Number of Directors	9.06	8.51	8.75	8.14	9.84
Average Number of Inside Directors	1.24	1.16	1.80	1.21	1.89
Fees Paid to Inside Directors	5.88%	0.17%	0.25%	1.53%	1.11%
Outside Directors Eligible for Bonus Plan	0.00%	0.07%	0.00%	0.00%	0.83%
Travel Expenses to Meetings Reimbursed	35.29%	30.91%	40.00%	57.14%	42.11%
Chairman of the Board Active Bank Officer	5.88%	21.82%	35.00%	14.29%	47.37%
CEO	5.88%	0.00%	0.00%	0.00%	0.00%
full time salaried non-CEO					
Paid Medical Exam	11.76%	1.82%	10.00%	21.43%	5.26%
Outside Directors Eligible for Health Plan	5.88%	9.09%	35.00%	28.57%	15.79%
Life Insurance Policy on Chairman	5.88%	12.73%	30.00%	35.71%	52.63%
Life Insurance Policy on Inside Board	35.29%	34.55%	45.00%	57.14%	36.84%
Life Insurance Policy all Other Board	0.00%	3.64%	10.00%	28.57%	15.79%
Stock Options as a % of Total Outstanding Shares					
None	29.41%	27.27%	45.00%	35.71%	94.74%
To 2.49%	11.76%	23.64%	20.00%	35.71%	5.26%
2.50% to 4.99%	11.76%	14.55%	15.00%	28.57%	
5.00% to 7.49%	23.53%	18.18%			
7.50% to 9.99%	5.88%	9.09%	10.00%		
10.00% and over	17.65%	7.27%	10.00%		
Average stock options as a % of total outstanding shares--all officers and directors	19.23%	11.56%	10.49%	8.84%	3.23%
Directors sent to Conferences/Conventions	82.35%	80.00%	60.00%	85.71%	73.68%
Percent with Mandatory Retirement Age	17.65%	7.27%	10.00%	7.14%	15.79%
Average Age	71.3	74.0	73.5	72.0	75.7
Directors and Officers Liability Insurance	94.12%	85.45%	100.00%	78.57%	84.21%
Directors eligible for Deferred Comp	0.00%	3.64%	15.00%	50.00%	31.58%
Other Benefits	5.88%	5.45%	10.00%	7.14%	10.53%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2010

	BANK ASSET SIZE (Million Dollars)				
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
<b>Directors' Fees:</b>					
<b>Regular Board Meeting</b>					
Banks Paying No Fee	70.59%	63.64%	50.00%	7.14%	47.37%
Banks Paying a Fee	29.41%	36.36%	50.00%	92.86%	52.63%
Chairman of the Board					
Average Fee Paid	\$ 310.00	\$ 887.90	\$ 1,895.00	\$ 1,546.77	\$ 4,375.03
Median Fee Paid	\$ 300.00	\$ 525.00	\$ 1,125.00	\$ 1,400.00	\$ 2,916.67
Range - Low Fee	\$ 100.00	\$ 200.00	\$ 250.00	\$ 400.00	\$ 1,000.00
Range - High Fee	\$ 600.00	\$ 3,000.00	\$ 7,500.00	\$ 3,000.00	\$ 13,300.00
Members					
Average Fee Paid	\$ 260.00	\$ 765.59	\$ 946.06	\$ 1,291.33	\$ 2,190.33
Median Fee Paid	\$ 250.00	\$ 550.00	\$ 1,000.00	\$ 1,031.50	\$ 1,500.00
Range - Low Fee	\$ 100.00	\$ 200.00	\$ 250.00	\$ 400.00	\$ 900.00
Range - High Fee	\$ 400.00	\$ 2,600.00	\$ 2,083.00	\$ 2,500.00	\$ 4,500.00
Attendance required to claim	80.00%	100.00%	94.12%	76.92%	100.00%
<b>Audit Committee</b>					
Banks Paying No Fee	100.00%	69.09%	45.00%	21.43%	15.79%
Banks Paying a Fee		30.91%	55.00%	78.57%	84.21%
Committee Chairman					
Average Fee Paid	\$ 362.12	\$ 627.27	\$ 859.45	\$ 2,111.98	
Median Fee Paid	\$ 300.00	\$ 500.00	\$ 500.00	\$ 1,050.00	
Range - Low Fee	\$ 100.00	\$ 150.00	\$ 300.00	\$ 300.00	
Range - High Fee	\$ 958.00	\$ 1,350.00	\$ 2,500.00	\$ 7,000.00	
Members					
Average Fee Paid	\$ 267.26	\$ 304.17	\$ 782.33	\$ 1,521.45	
Median Fee Paid	\$ 220.00	\$ 250.00	\$ 500.00	\$ 683.50	
Range - Low Fee	\$ 50.00	\$ 150.00	\$ 141.00	\$ 300.00	
Range - High Fee	\$ 750.00	\$ 500.00	\$ 2,500.00	\$ 6,000.00	
Attendance required to claim		100.00%	91.67%	90.91%	78.57%
<b>Compensation Committee</b>					
Banks Paying No Fee	100.00%	78.18%	65.00%	28.57%	31.58%
Banks Paying a Fee		21.82%	35.00%	71.43%	68.42%
Committee Chairman					
Average Fee Paid	\$ 257.50	\$ 400.00	\$ 629.10	\$ 1,573.05	
Median Fee Paid	\$ 250.00	\$ 450.00	\$ 500.00	\$ 900.00	
Range - Low Fee	\$ 100.00	\$ 250.00	\$ 100.00	\$ 250.00	
Range - High Fee	\$ 600.00	\$ 500.00	\$ 2,000.00	\$ 4,500.00	
Members					
Average Fee Paid	\$ 181.25	\$ 332.86	\$ 771.22	\$ 1,230.30	
Median Fee Paid	\$ 137.50	\$ 400.00	\$ 500.00	\$ 600.00	
Range - Low Fee	\$ 50.00	\$ 150.00	\$ 100.00	\$ 300.00	
Range - High Fee	\$ 500.00	\$ 500.00	\$ 2,500.00	\$ 3,750.00	
Attendance required to claim		100.00%	100.00%	100.00%	53.85%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2010

	BANK ASSET SIZE (Million Dollars)				
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
<b>Directors' Fees:</b>					
<b>Credit Committee</b>					
Banks Paying No Fee	94.12%	70.91%	45.00%	35.71%	42.11%
Banks Paying a Fee	5.88%	29.09%	55.00%	64.29%	57.89%
Committee Chairman					
Average Fee Paid	\$ 2,000.00	\$ 361.63	\$ 990.91	\$ 643.44	\$ 1,917.42
Median Fee Paid	\$ 2,000.00	\$ 300.00	\$ 500.00	\$ 500.00	\$ 1,000.00
Range - Low Fee	\$ 2,000.00	\$ 100.00	\$ 150.00	\$ 141.00	\$ 300.00
Range - High Fee	\$ 2,000.00	\$ 1,041.00	\$ 5,300.00	\$ 2,000.00	\$ 4,500.00
Members					
Average Fee Paid		\$ 248.63	\$ 417.31	\$ 729.10	\$ 1,343.33
Median Fee Paid		\$ 210.00	\$ 300.00	\$ 450.00	\$ 650.00
Range - Low Fee		\$ 100.00	\$ 75.00	\$ 100.00	\$ 300.00
Range - High Fee		\$ 833.00	\$ 2,000.00	\$ 2,500.00	\$ 3,750.00
Attendance required to claim		100.00%	100.00%	100.00%	63.64%
<b>Investment Committee</b>					
Banks Paying No Fee	100.00%	80.00%	80.00%	64.29%	47.37%
Banks Paying a Fee		20.00%	20.00%	35.71%	52.63%
Committee Chairman					
Average Fee Paid		\$ 249.55	\$ 306.25	\$ 708.20	\$ 1,566.67
Median Fee Paid		\$ 220.00	\$ 300.00	\$ 300.00	\$ 950.00
Range - Low Fee		\$ 100.00	\$ 125.00	\$ 100.00	\$ 250.00
Range - High Fee		\$ 500.00	\$ 500.00	\$ 2,000.00	\$ 4,500.00
Members					
Average Fee Paid		\$ 178.46	\$ 230.00	\$ 940.17	\$ 921.73
Median Fee Paid		\$ 150.00	\$ 250.00	\$ 450.00	\$ 591.67
Range - Low Fee		\$ 50.00	\$ 85.00	\$ 100.00	\$ 300.00
Range - High Fee		\$ 400.00	\$ 500.00	\$ 2,500.00	\$ 3,750.00
Attendance required to claim		92.31%	71.43%	100.00%	80.00%
<b>Annual Retainer</b>					
Banks Paying No Retainer	100.00%	83.64%	65.00%	64.29%	31.58%
Banks Paying a Retainer		16.36%	35.00%	35.71%	68.42%
Average Retainer Paid		\$ 21,366.67	\$ 10,814.29	\$ 19,584.00	\$ 34,855.38
Median Retainer Paid		\$ 12,000.00	\$ 7,500.00	\$ 10,920.00	\$ 40,000.00
Range - Low Retainer		\$ 1,000.00	\$ 2,000.00	\$ 2,000.00	\$ 6,000.00
Range - High Retainer		\$ 60,000.00	\$ 25,000.00	\$ 40,000.00	\$ 75,000.00
<b>Total Annual Director Compensation</b>					
Banks that responded to this question	23.53%	54.55%	75.00%	85.71%	89.47%
Of those banks:					
Average Compensation	\$ 8,225.00	\$ 14,156.07	\$ 16,601.87	\$ 21,187.92	\$ 49,988.76
Median Compensation	\$ 3,900.00	\$ 12,575.00	\$ 13,100.00	\$ 21,542.00	\$ 47,206.00
Range - Minimum Compensation	\$ 1,100.00	\$ 1,000.00	\$ 348.00	\$ 2,000.00	\$ 13,000.00
Range - Maximum Compensation	\$ 24,000.00	\$ 41,777.00	\$ 38,000.00	\$ 50,000.00	\$ 99,991.00

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2010

BANK ASSET SIZE  
(Million Dollars)  
Under \$100    \$100 - \$249    \$250 - \$499    \$500 - \$999    Over \$1,000

**Directors' Fees:**  
as of JUNE 30, 2010

<b>Regular Board Meeting--Chairman</b>					
No Fee	70.59%	63.64%	50.00%	7.14%	47.37%
Under \$100					
100 - 199	5.88%				
200 - 299	5.88%	5.45%	5.00%		
300 - 399	11.76%	1.82%			
400 - 499		1.82%		7.14%	
500 - 599		10.91%		7.14%	
600 - 699	5.88%				
700 - 799		3.64%			
800 - 899			5.00%	14.29%	
900 - 999		1.82%			
\$1,000 and over		10.91%	40.00%	64.29%	52.63%

<b>Regular Board Meeting--Members</b>					
No Fee	70.59%	50.91%	15.00%	14.29%	21.05%
Under \$100					
100 - 199	5.88%				
200 - 299	11.76%	5.45%	10.00%		
300 - 399	5.88%	3.64%			
400 - 499	5.88%			7.14%	
500 - 599		18.18%	15.00%	14.29%	
600 - 699		3.64%			
700 - 799		5.45%	5.00%		
800 - 899					
900 - 999					5.26%
\$1,000 and over		12.73%	55.00%	64.29%	73.68%

<b>Audit Committee--Chairman</b>					
No Committee or No Fee	100.00%	69.09%	45.00%	21.43%	15.79%
Under \$100					
100 - 199		7.27%	5.00%		
200 - 299		7.27%			
300 - 399		5.45%	5.00%	28.57%	5.26%
400 - 499		1.82%	15.00%		
500 - 599		3.64%		14.29%	10.53%
600 - 699		1.82%	10.00%		5.26%
700 - 799		1.82%	5.00%	7.14%	
800 - 899					5.26%
900 - 999		1.82%			
\$1,000 and over			15.00%	28.57%	57.89%

<b>Audit Committee--Members</b>					
No Committee or No Fee	100.00%	65.45%	40.00%	35.71%	26.32%
Under \$100		1.82%			
100 - 199		10.91%	10.00%	7.14%	
200 - 299		9.09%	25.00%	7.14%	
300 - 399		5.45%	10.00%	14.29%	5.26%
400 - 499		1.82%	5.00%	14.29%	5.26%
500 - 599		1.82%	10.00%	7.14%	10.53%
600 - 699		1.82%			15.79%
700 - 799		1.82%			5.26%
800 - 899					
900 - 999					
\$1,000 and over				14.29%	31.58%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2010

BANK ASSET SIZE  
(Million Dollars)  
Under \$100    \$100 - \$249    \$250 - \$499    \$500 - \$999    Over \$1,000

**Directors' Fees:**

<b>Compensation Committee--Chairman</b>					
No Committee or No Fee	100.00%	78.18%	65.00%	28.57%	31.58%
Under \$100					
100 - 199		7.27%		14.29%	
200 - 299		7.27%	5.00%		5.26%
300 - 399		3.64%	10.00%	14.29%	10.53%
400 - 499		1.82%	5.00%		
500 - 599			15.00%	14.29%	5.26%
600 - 699		1.82%		7.14%	
700 - 799					5.26%
800 - 899				7.14%	5.26%
900 - 999					5.26%
\$1,000 and over				14.29%	31.58%

<b>Compensation Committee--Members</b>					
No Committee or No Fee	100.00%	78.18%	65.00%	35.71%	42.11%
Under \$100		1.82%			
100 - 199		10.91%	15.00%	14.29%	
200 - 299		3.64%			
300 - 399		3.64%		14.29%	5.26%
400 - 499			10.00%		5.26%
500 - 599		1.82%	10.00%	14.29%	15.79%
600 - 699				7.14%	5.26%
700 - 799					5.26%
800 - 899					
900 - 999					
\$1,000 and over				14.29%	21.05%

<b>Credit Committee--Chairman</b>					
No Committee or No Fee	94.12%	70.91%	45.00%	35.71%	42.11%
Under \$100					
100 - 199		5.45%	10.00%	7.14%	
200 - 299		7.27%			
300 - 399		7.27%	10.00%	14.29%	5.26%
400 - 499		3.64%	5.00%	7.14%	
500 - 599		1.82%	15.00%	14.29%	5.26%
600 - 699				7.14%	5.26%
700 - 799		1.82%			
800 - 899					5.26%
900 - 999					5.26%
\$1,000 and over	5.88%	1.82%	15.00%	14.29%	31.58%

<b>Credit Committee--Members</b>					
No Committee or No Fee	100.00%	70.91%	35.00%	28.57%	47.37%
Under \$100			5.00%		
100 - 199		12.73%	15.00%	14.29%	
200 - 299		7.27%	5.00%	7.14%	
300 - 399		5.45%	20.00%	7.14%	5.26%
400 - 499		1.82%	5.00%	7.14%	
500 - 599			10.00%	14.29%	10.53%
600 - 699				7.14%	10.53%
700 - 799					5.26%
800 - 899		1.82%			21.05%
900 - 999					
\$1,000 and over			5.00%	14.29%	

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2010

BANK ASSET SIZE  
(Million Dollars)  
Under \$100    \$100 - \$249    \$250 - \$499    \$500 - \$999    Over \$1,000

**Directors' Fees:**

<b>Investment Committee--Chairman</b>					
No Committee or No Fee	100.00%	80.00%	80.00%	64.29%	47.37%
Under \$100					
100 - 199		7.27%	5.00%	14.29%	
200 - 299		5.45%	5.00%		5.26%
300 - 399		3.64%	5.00%	7.14%	5.26%
400 - 499		1.82%			
500 - 599		1.82%	5.00%		5.26%
600 - 699					
700 - 799					
800 - 899					5.26%
900 - 999					5.26%
\$1,000 and over				14.29%	26.32%

<b>Investment Committee--Members</b>					
No Committee or No Fee	100.00%	76.36%	65.00%	57.14%	47.37%
Under \$100		1.82%	5.00%		
100 - 199		12.73%	10.00%	14.29%	
200 - 299		5.45%	15.00%		
300 - 399		1.82%		7.14%	10.53%
400 - 499		1.82%			5.26%
500 - 599			5.00%		10.53%
600 - 699				7.14%	10.53%
700 - 799					5.26%
800 - 899					
900 - 999					
\$1,000 and over				14.29%	10.53%

<b>Annual Fee/Retainer</b>					
No Fee/No response	100.00%	83.64%	65.00%	64.29%	31.58%
Under \$2,500		1.82%	5.00%	7.14%	
2,500 - 4,999		1.82%	5.00%		
5,000 - 7,499		3.64%	5.00%		5.26%
7,500 - 9,999			5.00%		
10,000-12,499		1.82%	5.00%	14.29%	
12,500-14,999					5.26%
15,000-17,500					5.26%
17,500-19,999					
20,000-22,499		1.82%			5.26%
22,500-24,999			5.00%		
\$25,000 and over		5.45%	5.00%	14.29%	47.37%

<b>Average Annual Compensation per Director</b>					
No compensation or not reported	76.47%	45.45%	25.00%	14.29%	10.53%
Under \$2,500	5.88%	3.64%	5.00%	7.14%	
2,500 - 4,999	11.76%	3.64%			
5,000 - 7,499		9.09%	20.00%		
7,500 - 9,999		3.64%	5.00%	7.14%	
10,000-12,499		7.27%	5.00%		
12,500-14,999		3.64%	5.00%	14.29%	5.26%
15,000-17,500		5.45%		7.14%	
17,500-19,999		7.27%	5.00%		
20,000-22,499		1.82%	5.00%	7.14%	
22,500-24,999	5.88%	1.82%	5.00%	21.43%	
\$25,000 and over		7.27%	20.00%	21.43%	84.21%